

The City of Torrance Human Resources Division announces

FLEXIBLE BENEFITS OPEN ENROLLMENT FOR PLAN YEAR 2013

Annual Limit Change:

- **Maximum annual limit for health reimbursable account has changed to: \$2,500 from \$6,000 per the Patient Protection and Affordability Act of 2010**

Program Advantages:

- \$ Save money on your taxes and increase your take-home pay!
- \$ Pay for health, dental and dependent care expenses with tax free money!
- \$ 2-1/2 month extension after the end of the plan year for health care expenses.

Cautionary Note:

- “Use-it or Lose-it Rule” – Careful planning is essential as unused funds are subject to forfeiture.

CURRENT PARTICIPANTS:

- If you currently have an annual limit for health reimbursable of \$6,000, you **MUST** complete a new enrollment form to **CHANGE** the annual limit **NO MORE THAN \$2,500** by November 21, 2012.
- You will remain enrolled in 2013 with the same annual amount(s) you elected for 2012 if it is \$2,500 or less.

If you wish to increase or decrease the annual amount or terminate participation in 2013, you MUST complete a new enrollment form during open enrollment.

**OPEN ENROLLMENT BEGINS
NOVEMBER 1, 2012 AND ENDS NOVEMBER 21, 2012**

All open enrollment materials are located on the Human Resources/Benefits page on the Torrance Employee Network (TEN) and the City Website/Human Resources page. It's easy, complete the form online, print it and submit it to Human Resources.

A presentation is also available on the TEN, explaining how the benefit works.

If you have a special situation and need to schedule an appointment, call: (310) 618-2960.

NOTED:



LeRoy J. Jackson
City Manager